

Your Benefits at a Glance.



VNA EXTENDED CARE

BENEFIT	*EMPLOYMENT CLASSIFICATION		WHO PAYS		ELIGIBILITY			WHAT YOU RECEIVE
	F T	O C	Employee	Aspirus	1st of month following 30 days of hire if enrollment forms have been returned.			
Health Benefits	x		x	x	x			Three plans available, all with coverage for major medical, emergency, prescription drugs, doctor visits and routine preventative care. Choices include one reimbursement plan and two high deductible plans with health savings accounts.
Vision Benefits	x		x		x			Two plans available: Full service (materials plus exam) and materials only.
Dental Benefits	x		x		x			Two plans available with coverage for preventative, basic, major, restorative and orthodontic services.
Long-Term Disability Insurance	x		x	x	x			Two plans available to protect a percentage of your pay, after the required waiting period.
Life/Accidental Death and Dismemberment Insurance	x		x	x	x			Aspirus paid coverage based on a multiple of your annual salary, and optional coverage available up to a combined total of \$1,000,000.
Dependent Life Insurance	x		x		x			Spouse coverage available up to \$250,000 and dependent child coverage available up to \$10,000.
Flexible Spending Account	x		x		x			Two accounts available - health care and dependent care reimbursement accounts - for tax-free reimbursement of eligible expenses.

BENEFIT	*EMPLOYMENT CLASSIFICATION		WHO PAYS		ELIGIBILITY			WHAT YOU RECEIVE																									
	F T	O C	Employee	Aspirus	Date of Hire	After 90 Days	Other																										
Retirement Savings Plan 403(b) Non-Matching Matching Non-elective Contribution	x	x	x	x	x		x	Traditional pre-tax contribution as well as Roth 403(b) after tax contribution options available. Employees eligible to participate upon date of hire. Matching contribution up to 4% based on years of service, subject to a 3-year vesting schedule. <ul style="list-style-type: none"> <3 yrs: 50¢ for every \$1 you save up to 4% of pay 3 or more yrs: \$1 for every \$1 you save up to 4% of pay 1X/year 2% non-elective contribution * Must work minimum of 1000 hours per calendar year.																									
Paid Time Off (PTO) (Includes Vacation and Holiday) For Occasional Employees		x		x	Begin Accruing	Usable		Paid time off hours accrue each pay period based on hours paid. <u>Accrual Rate</u> <u>Maximum Hours</u> .01925 60 Maximum PTO accrual for years of completed service based on an 80-hour pay period is 1.54 hours each pay period.																									
Paid Time Off (PTO) (Includes Vacation, Holiday and Sick Hours)	x			x	Begin Accruing	Usable		<table border="1"> <thead> <tr> <th colspan="5">AVNA (Full-Time) Extended Care PTO - Hourly Employees</th> </tr> <tr> <th>Beginning Year of Service</th> <th>Annual Accrual Days</th> <th>Accrual Per Paid Hr</th> <th>Max Per Pay Period</th> <th>Max Accrued Hr</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>22</td> <td>0.0847</td> <td>6.78</td> <td>176</td> </tr> <tr> <td>5</td> <td>27</td> <td>0.1038</td> <td>8.30</td> <td>216</td> </tr> <tr> <td>15</td> <td>32</td> <td>0.1230</td> <td>9.84</td> <td>256</td> </tr> </tbody> </table> Annual PTO carry-over limited to 176 hours	AVNA (Full-Time) Extended Care PTO - Hourly Employees					Beginning Year of Service	Annual Accrual Days	Accrual Per Paid Hr	Max Per Pay Period	Max Accrued Hr	0	22	0.0847	6.78	176	5	27	0.1038	8.30	216	15	32	0.1230	9.84	256
AVNA (Full-Time) Extended Care PTO - Hourly Employees																																	
Beginning Year of Service	Annual Accrual Days	Accrual Per Paid Hr	Max Per Pay Period	Max Accrued Hr																													
0	22	0.0847	6.78	176																													
5	27	0.1038	8.30	216																													
15	32	0.1230	9.84	256																													

Your Benefits at a Glance.



VNA EXTENDED CARE

BENEFIT	*EMPLOYMENT CLASSIFICATION		WHO PAYS		ELIGIBILITY			WHAT YOU RECEIVE
	F T	O C	Employee	Aspirus	Date of Hire	After 90 Days	Other	
PTO Buy Back	x						x	Buy back up to 24 PTO hours.
Holidays	x	x		x	x			Eligible employees will receive 1½ base pay for hours worked on designated holidays.
Funeral Pay	x			x	x			Up to 24 hrs paid time determined by supervisor.
Jury Duty Pay	x	x		x	x			Difference of jury pay and regular pay.
Referral Bonus	x	x		x	x			\$500 bonus paid for referring eligible employees to Aspirus. See policy for details.
Educational Services	x	x		x	x			Educational opportunities.
Shift Differentials	x			x	x			Clinical staff working the majority of a shift after 4 p.m. HHA .50/ hour. RN .75/ hour. Eligible hourly AHME employees working more than 2 hours after 5:00 pm - \$2.00 per hour.
Weekend Differential	x			x	x			Eligible employees working the majority of a shift after 4:00 p.m. on Fridays, Saturdays and Sundays. HHA .50 per hour. RN .75 per hour. Eligible hourly AHME employees working weekend shift at \$2.00 per hour.
Call Pay	x	x		x	x			RN and Scheduling \$2.00 per hour, HHA \$1.50 per hour when on call. Eligible non-exempt AHME employees \$2.25 per hour while on call and time and one-half for hours worked when called in.
Wellness Benefits	x	x		x	x			A variety of health and wellness activities available to encourage employees to participate, learn and make healthy choices.
Department Transfers	x	x					x	Opportunity to transfer to a new department/position 6 months after initial hire or 1 year in department.
Leave of Absence	x	x					x	Personal, military, extended medical, educational, and family medical leave.
Direct Deposit	x	x			x			Paycheck required to be deposited into checking/savings account, your choice of financial institution. (Optional in Michigan.)
Travel/Mileage Reimbursement	x	x		x	x			Reimbursement for work related travel (see Travel and Mileage policy for details).
Employee Assistance Services	x	x		x	x			Confidential employee counseling (financial, personal, medical, etc.)
Employee Service Awards	x	x		x			x	Employees honored for years of service at 3, 5, 10, 15, 20, 25, 30, 35 and 40 years.
Auto Accident-Life Insurance	x	x		x	x			\$100,000 life insurance coverage for work related travel.
Social Security	x	x	x	x	x			Retirement, disability, survivors and death benefits.
Unemployment Compensation	x	x		x	x			As provided by state and federal regulations.
Worker's Compensation	x	x		x	x			Medical expenses and loss of income benefits for on-the-job injury/illness.
Connexus Credit Union	x	x	x		x			Services of credit union located at Aspirus Wausau Hospital.
Met Life Auto & Home	x		x		x			Benefit eligible employees have the opportunity to apply to MetLife Auto & Home to purchase auto, home and other personal lines of insurance, at special group rates, with discounts for years of service, and payroll deduction.

FT= Full Time (80 hours per 2 week pay period)
OC= Occasional (hours defined by department)

NOTE: The benefits above are summaries of key features which affect most situations. Detailed information is available in the personnel policy statements, summary plan descriptions of master contracts. The above summaries do not alter the terms of the statements, descriptions or contracts.